



AMERICAN CONSULATE, KOLKATA, INDIA

VACANCY ANNOUNCEMENT NUMBER: **KOL-2012-13**

The U.S. Consulate in Kolkata is seeking an individual for the position of Gardener in the General Services Maintenance section.

Applicants must apply on Form DS-0174 (Application form for Employment) and specify the vacancy announcement number. Applications not completed on Form DS-0174, or without reference to a specific vacancy number will not be accepted. Only completed forms will be accepted. (Refer to application procedure below)

Only applicants who are selected for the test/interview will be contacted.

OPEN TO: **All Interested Candidates**

POSITION: Gardener, FSN-1310-02, CLA-526019
(Personal Services Agreement)

OPENING DATE: June 25, 2012

CLOSING DATE: July 10, 2012

WORK HOURS: Full-time; 48 hours/week

SALARY: **Not Ordinarily Resident:** Grade: FP-CC*
Ordinarily Resident: Grade: FSN-2*

*Starting salary will be determined on the basis of qualifications and experience, and/or salary history.

DEFINITIONS

1. **Eligible Family Member (EFM):** An individual related to a US Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in 3FAM 1610);
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;

- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; **and**,
- EFM (see above) at least 18 years old; **and**,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; **and either:**
- Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; **or**
- Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; **and**
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; **and**
- Is listed on the travel orders or approved *Form OF-126, Foreign Service Residence and Dependency Report*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (*AIT*), and who is under chief of mission authority; **and**
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan: **and**
- Does not receive a Foreign Service or Civil Service annuity.

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; **and**,
- Not on the travel orders of the sponsoring employee; **and**,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

NOTE: FOREIGN NATIONAL APPLICANTS MUST BE RESIDING IN INDIA AND HAVE VALID WORK AND RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION. PLEASE ATTACH COPIES OF RELEVANT DOCUMENTATION. APPLICATIONS WITHOUT RELEVANT DOCUMENTATION WILL NOT BE ACCEPTED.

FUNCTION OF POSITION

1. Responsible for nursing and maintaining gardens and lawns at 3 large USG owned properties consisting two offices, one representational and one apartment building residential complexes; performs routine duties independently or as a team. Selects the appropriate equipments to complete work in safe and efficient manner. Exercise own judgment in watering and regular maintenance; receives directions from gardening supervisor planting, fertilizing and spraying pesticides. Recommends supervisor for improvement of soil, fertilization, plantation and for mowing etc.

Performs nursing duties for lawns, gardens, trees, shrubs, creepers and hedges. Prepares soil for plants at appropriate ratios with fertilizers and mixes materials such as sand humus, topsoil; uses fertilizer evenly to avoid underfeeding or burning plants; sow seeds and plants in soil at proper depth and at a recommended distance from each other, takes care for roots from damage while transplanting. Performs gardening operations mowing, scarification, aeration for utility of lawn areas; replaces dried shrubs, trees and flowers; follows necessary instructions from gardening supervisors while working at nursery.

Prepares flower beds for perennial flowers as directed by supervisor; assists gardener in the American Center during representational events installing potted plants for indoor display.

Uses and maintains a variety of tools and equipment such as manual and electrical lawn mower, scissors, sickle, shovel, scrapper, rake, spade, etc. to aerate, mow, scarify and maintain garden and lawns. Follows SHEM guidelines while working at height for cutting and trimming down branches; uses appropriate chemical for insecticide and herbicide under supervision.

2. Accompanies contractor's workmen while cutting down branches from large tress, raking lawns and at other projects; ensures established safety procedures are adhered to and reports to Maintenance Supervisor in case of non compliance.

QUALIFICATIONS REQUIRED

1. Completion of primary school is required.
2. Two years of practical gardening experience.
3. Level 1 in written and spoken English and Level 2 spoken in Bengali and Hindi are required. **(When applying for the position, please indicate your level of proficiency in these languages).**
4. Must know about gardening tasks such as how to apply fertilizers, preparations of soil, aerate lawns, prune creepers and trim shrubs and hedges for neat appearance. Should have good working knowledge of how to plant seedlings, sow seeds and care for gardens and flowers at different weather conditions.
5. Should possess a good physical condition to perform arduous outdoors manual labor in all types of weather. Should be conversant with the use of mechanical and power driven gardening equipment and tools.

SELECTION PROCESS

When fully qualified, US Citizen Eligible Family Members (USEFMs) and US Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

4. Currently employed US Citizen EFM's who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment as a Locally Employed Staff or Family Member (DS-174) available on website <http://kolkata.usconsulate.gov/jobopportunities.html> **or**
2. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **or**
3. A current resume or curriculum vitae that provides the same information found on the UAE: **plus**
4. Candidates who claim US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION TO

American Consulate General
Management Office
Attention: Daley C. O'Neil
38A, Jawaharlal Nehru Road
Kolkata 700 071
Or
E-mail: HROKolkata@state.gov

POINT OF CONTACT

C. T. Adams
Telephone: 3984-2419
FAX: 2282-2335

Please insert "VA# 2012-13 (Vacancy Announcement Number) in the subject of the e-mail. Applications without the Vacancy Number or with the incorrect Vacancy Number will not be accepted.

All applications for the Subject announcement must be received in the Human Resources Office by close of business on **July 10, 2012**.

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

Failure to do so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (*Yes or No*; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (*Yes or No*)
- J. Special Accommodations the Mission needs to provide (*Yes or No*; if yes, provide explanation)
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References

EQUAL OPPORTUNITY EMPLOYER

The US Mission in Kolkata provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Cleared: GSO: EEKozlow
Approved: MO: DCO'Neil